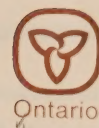


Overview



School Board/Teacher
Collective Bargaining
1982-83

Vol. 4 No. 2

Education Relations Commission

November 1982

1982-83 NEGOTIATIONS UPDATE

Settlements: As of November 12, 1982, 138 (69.0% of 200 possible sets of negotiations are settled for 1982-83 (52 Elementary, 42 Secondary, and 44 RCSS), or 91(59.9%) of the 152 situations actually negotiating in this round of bargaining. (47 situations negotiated multi-year agreements in previous rounds of bargaining and one situation - Oxford Secondary - has not concluded negotiations for 1981-82. Of the 91 settlements, 15 are for terms exceeding one year's duration.

Fact Finding: To date fact finders have been appointed in 44 jurisdictions (15 Elementary, 25 Secondary and 4 RCSS). Reports have been written in 26 situations and 19 of these have been released to the public.

Mediation: So far, mediators have been appointed in 36 situations (13 Elementary, 16 Secondary, and 7 RCSS). Of these, 9 have settled prior to fact finding and 21 have had a fact finder appointed. 18 situations have not yet experienced formal third party assistance.

Sanctions: Oxford Secondary teachers voluntarily ceased their sanction against the Board on Sept. 27. The teacher strike, which had commenced on Sept. 21 (five instructional days were involved) was a result of a dispute between the parties in the 1981-82 round of negotiations, and this is the first time under the Act that a sanction has ceased without settlement of the dispute.

PUBLICATIONS AVAILABLE

a) Included in this mailing:

- 1981-82 Individual Summaries: 3rd Update

b) Available on request:

- Monograph # 28: Compensation Statistics, 1981-82

Based in part on data collected by the Ministry of Education on the June Board Report. Includes: on-grid average salaries; allowance payments; off-grid average salaries; employee benefit subsidies (dollars, number of participants and participation rates); and average total compensation. Data are reported by individual negotiating situation and summarized by negotiating panel.

c) Announced in the previous issue:

- Monograph #26: Historical Analysis of Collective Agreements, 1975-76 to 1981-82
- Monograph #27: Interest Arbitration: An Examination of the Process and Awards under the School Boards and Teachers Collective Negotiations Act, 1975-76 to 1981-82

OVERVIEW EXPANDS TO EIGHT PAGES

With this issue, the Overview has expanded to eight pages. As reported in the previous issue, one of the additional pages will be devoted to expanded coverage of average annualized on-grid salary increases (see Page 3). Page 2 of the Overview will focus on topics in bargaining which the Commission feels might be of interest to readers.

COMPENSATION INCREASES 63% IN 5-YEAR PERIOD

Although the Commission has been reporting average teacher compensation statistics since 1978-79 only (see Monographs #12, #18, #22, and #28), its computer file contains virtually all data since the first year under Bill 100. (Employee benefit subsidies information is not available for 1975-76.) The following table sets out a summary of changes which have occurred in compensation over the six-year period 1976-77 to 1981-82. The data show that, on an all-agreement basis, weighted average on-grid salaries (which represent 86.5% of the total compensation package) have increased by about 65% during this period; weighted average off-grid salaries (7% of total compensation) have increased by 48%; allowances (2% of total comp.), by 23%; benefits (4.5% of total comp.), by 88%; and overall compensation by 63%.

COMPENSATION STATISTICS, 1976-77 AND 1981-82

Compensation (Average \$)	Elem.	Sec.	RCSS	Total
On-grid Salaries				
1976-77	16,668	20,629	15,899	17,958
1981-82	28,165	32,679	27,011	29,540
% Change	69.0	58.4	69.9	64.5
Off-grid Salaries				
1976-77	26,107	31,238	27,473	27,678
1981-82	38,603	44,860	42,287	40,822
% Change	47.9	43.6	53.9	47.5
Salaries Combined				
1976-77	17,366	21,060	16,237	18,474
1981-82	28,975	33,209	27,497	30,165
% Change	66.9	57.7	69.3	63.3
Allowances				
1976-77	329	888	356	536
1981-82	516	954	462	661
% Change	56.8	7.4	29.8	23.3
Employee Benefits				
1976-77	718	835	744	765
1981-82	1,350	1,526	1,454	1,437
% Change	88.0	82.8	95.4	87.8
Total Compensation				
1976-77	18,413	22,783	17,337	19,775
1981-82	30,841	35,689	29,413	32,263
% Change	67.5	56.7	69.7	63.2

NOTES

The following interest arbitration awards have been filed with the Commission:

- Peel Elem., 1982-83 (Kennedy): 3rd yr of 3-yr agree.
- West Parry Sound Sec., 1981-83 (Bastedo)

Inquiries concerning this publication or any Commission activities should be addressed to:
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Grievance Arbitration: A Statistical Summary of Awards under the Act

INCIDENCE OF GRIEVANCE ARBITRATION UNDER THE ACT

Virtually all collective agreements between teachers and school boards in this province contain a procedure for the resolution of differences which relate to the interpretation, application, administration or alleged contravention of the agreement. If an agreement does not contain a final and binding step for the resolution of such differences, Section 52 of the School Boards and Teachers Collective Negotiations Act is deemed to be included in the agreement.

Through its own monitoring and with the assistance of the parties, the Commission believes that its records in regard to teacher/board grievance arbitration awards are reasonably complete. As of the date of publication a total of 144 awards were available for study. The following information is based upon an analysis of these 144 grievance awards.

Readers interested in exploring other aspects of teacher/school board grievance arbitration are directed to ERC's Monograph #14 entitled *Grievance/Arbitration Procedures, 1979-80*, copies of which are available on request. In addition, the Commission issues, on a regular basis, summaries of all teacher-board grievance arbitration awards filed.

GRIEVANCE ARBITRATIONS BY YEAR OF AWARD

Year	Elem.	Sec.	RCSS	Other	Total
1975	1	3	1	-	5
1976	2	4	2	-	8
1977	4	2	4	2	12
1978	8	16	1	1	26
1979	7	16	3	-	26
1980	7	17	6	2	32
1981	2	13	7	1	23
1982	4	6	1	1	12
Total	35	77	25	7	144
%	24.3	53.4	17.4	4.9	100.0

More than one-half of the awards issued since 1975 have occurred at the secondary panel; just under a quarter at the elementary panel; about one-sixth within Roman Catholic Separate School Boards (RCSS); and approximately one in twenty within the "Other" school boards.

On a yearly basis the number of awards issued has increased steadily from 5 in 1975 to a peak of 32 in 1980, while a decline from the 1980 total has occurred subsequently.

AWARDS BY INITIATING PARTY

As the figures below indicate, virtually all of the arbitrated grievances have been initiated by teachers.

Party	Elem.	Sec.	RCSS	Other
School Board	1	1	-	-
Branch Affiliate	33	76	25	7
Cannot be determined	1	-	-	-

TYPE OF ARBITRATION PROCEDURE

As the following figures indicate, most grievances have been arbitrated by a three-person board as opposed to a single arbitrator.

Procedure	No.	%
Single Arbitrator	18	12.5
Board of Arbitration	126	87.5

Of the 126 grievances heard by boards of arbitration, 49 or 38.9% resulted in unanimous awards and 77 (61.1%) were majority awards.

AWARDS BY SIZE OF BARGAINING UNIT

The following table indicates the frequency of grievance arbitrations in terms of bargaining unit size:

No. of Employees	No.	%
Less than 100	14	9.7
101-500	41	28.5
501-1,000	48	33.3
1,001-2,000	25	17.4
Over 2,000	16	11.1

SUBJECT MATTER OF GRIEVANCE AWARDS

The most frequent area subjected to arbitration - on both an overall and an agreement type basis - has been job security (i.e., surplus, redundancy, transfer). The second most common area has differed by agreement type as follows:

Elementary	- grid placement
Secondary	- staffing and workload
RCSS	- employee benefits

Allowances were the third most frequent issue at arbitration in both the Elementary and Secondary panels, and salaries in the RCSS boards.

DISPOSITION OF GRIEVANCES

The following table indicates the disposition of teacher-initiated grievances at arbitration (total of 141).

Disposition	Elem.	Sec.	RCSS	Other
Allowed - wholly	9	19	6	3
Allowed - in part	5	9	1	-
Dismissed - on merits	16	36	16	3
Dismissed - prelim. obj.	1	8	1	-
Dismissed - other	1	2	1	-
Cannot be determined	1	2	-	1

Teacher - initiated grievances were either wholly or partly successful at arbitration in 52 or 36.9% of the instances (42.4% Elementary, 36.8% Secondary and 28% RCSS.), and were dismissed in 85 or 60.3% of the instances (54.5% Elementary, 59.0% Secondary and 72.0% RCSS). In each of the two (2) cases where the school board initiated a grievance, the grievance was allowed at arbitration.

TABLE 1 Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1982-83 over 1981-82 (Weighted by the January 1982 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
Term of Agreement/ Year in Effect												
<u>One Year</u>												
COLA	9.4	2,499	1	10.0	3,156	1	-	-	-	9.6	2,782	2
No COLA	11.3	3,078	25	11.1	3,608	19	10.7	2,881	23	11.1	3,115	67
Total	11.2	3,050	26	11.1	3,580	20	10.7	2,881	23	11.0	3,104	69
<u>1st of 2-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	11.3	3,094	6	11.5	3,661	2	10.6	2,838	5	11.0	3,083	13
Total	11.3	3,094	6	11.5	3,661	2	10.6	2,838	5	11.0	3,083	13
<u>2nd of 2-Yr</u>												
COLA	11.4	3,165	8	11.5	3,755	7	10.5	3,034	2	11.4	3,404	17
No COLA	10.3	2,812	7	11.1	3,616	9	11.5	3,091	11	11.1	3,186	27
Total	10.8	2,956	15	11.3	3,659	16	11.5	3,088	13	11.2	3,240	44
<u>2nd of 3-Yr</u>												
COLA	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
<u>3rd of 3-Yr</u>												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
Total	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
<u>All Agreements</u>												
COLA	11.1	3,063	9	10.0	3,251	9	9.9	2,776	3	10.5	3,132	21
No COLA	11.5	3,142	39	11.1	3,614	30	11.0	2,960	39	11.2	3,181	108
Total	11.4	3,129	48	10.9	3,530	39	11.0	2,956	42	11.1	3,174	129
Month of Settlement**												
January-May	11.5	3,089	7	12.7	4,002	1	11.8	2,964	4	11.6	3,066	12
June	11.6	3,152	15	11.4	3,654	13	10.5	2,860	16	11.0	3,111	44
July	10.6	2,929	1	12.0	3,861	3	-	-	-	11.5	3,541	4
August	-	-	-	-	-	-	-	-	-	-	-	-
September	11.0	2,931	8	10.6	3,409	4	11.1	2,917	8	10.9	3,016	20
October	9.0	2,748	1	9.0	3,093	1	-	-	-	9.0	2,904	2
Total	11.2	3,055	32	11.1	3,586	22	10.7	2,877	28	11.0	3,101	82

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1982-83 round of negotiations. Figures are subject to change.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D					Category C				Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.
5	14,537	19,853	14,397	19,729								
	(12)*		(2)									
6	14,860	20,358	14,629	20,478	16,921	25,073						
	(22)		(24)		(1)							
7	15,207	20,885	14,554	21,106	15,908	23,443	15,783	24,333				
	(6)		(9)		(5)		(2)					
8	16,184	22,874	15,823	21,908	16,063	24,186	15,763	23,716	16,270	26,806	17,280	27,810
	(5)		(4)		(20)		(12)		(3)		(1)	
9	15,500	21,625	14,324	21,951	16,315	24,212	15,759	24,279	17,484	27,243	17,062	26,606
	(1)		(1)		(20)		(21)		(10)		(6)	
10			14,220	22,514	15,905	24,705	15,792	24,643	17,468	27,798	17,044	27,314
			(2)		(1)		(7)		(24)		(26)	
11					16,196	25,842			16,859	27,498	17,079	28,085
					(1)				(10)		(8)	
12									17,355	28,456	17,360	28,336
									(1)		(1)	
Average	14,979	20,596	14,688	20,845	16,169	24,183	15,766	24,181	17,267	27,572	17,066	27,396
Category A1/Group 1					Category A2/Group 2							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	21,142	33,504	19,456	32,508			20,832	34,913	20,508	33,770		
	(2)		(2)				(1)		(2)			
10	19,449	32,079	19,905	32,667	19,155	31,091	20,452	34,052	20,798	34,463	20,060	33,384
	(20)		(16)		(17)		(15)		(12)		(10)	
11	18,894	32,015	19,223	32,381	18,414	31,715	20,086	34,189	20,186	34,449	19,754	33,389
	(22)		(17)		(15)		(25)		(20)		(16)	
12	18,468	32,485	18,588	33,197	18,160	31,789	18,980	33,465	19,383	34,233	19,440	33,980
	(4)		(4)		(10)		(7)		(5)		(15)	
13											20,384	34,057
											(1)	
Average	19,184	32,143	19,450	32,589	18,761	31,480	20,055	34,056	20,288	34,391	19,730	33,615
Category A3/Group 3					Category A4/Group 4							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9			21,514	36,267					22,434	38,001		
			(1)						(1)			
10	22,867	37,338	22,436	38,457	21,515	37,055	23,363	39,954	23,344	40,943	22,844	39,533
	(7)		(4)		(6)		(5)		(3)		(6)	
11	21,547	37,568	22,199	38,273	21,453	36,431	23,082	40,231	23,401	40,866	22,710	38,537
	(22)		(22)		(11)		(21)		(20)		(8)	
12	21,812	37,965	21,770	38,365	21,576	37,305	22,721	40,177	22,984	40,618	22,765	39,436
	(17)		(10)		(21)		(19)		(12)		(20)	
13	20,282	36,803	22,023	37,633	20,194	37,082	22,944	39,474	23,355	40,426	22,718	39,545
	(2)		(2)		(3)		(3)		(3)		(6)	
14					22,464	37,409					22,463	40,964
					(1)						(2)	
Average	21,781	37,643	22,087	38,231	21,458	37,027	22,897	40,134	23,240	40,688	22,745	39,367

* Number of Grids.
Notes
1. Salaries have not been weighted by the distribution of teachers on the grid.
2. Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No.	%	RCSS No.	%
QECO 2	3	11.5	1	5.0
QECO 3	19	73.2	14	70.0
QECO 4	1	3.8	2	10.0
QECO 4 with \$ Qual.	-	0.0	1	1.0
Outlined in Agree.	3	11.5	2	10.0
Agreements	26	100.0	20	100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	1	3.4
OSSTF 6	26	89.7
Not Specified	2	6.9
Agreements	29	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	13	50.1	-	0.0	16	80.0
Criteria:						
No Diff.	-	-	-	-	-	-
Sch. Type/Size	7	-	-	-	7	-
Sch. Type/Size and Exp.	4	-	-	-	4	-
Sch. Type/Size and Qual.	1	-	-	-	2	-
Sch. Type/Size, Exp. and Qual.	1	-	-	-	1	-
Other	-	-	-	-	2	-
Separate Grid	9	34.6	28	96.6	4	20.0
Criteria:						
Yrs. Exp.	4	-	23	-	1	-
Exp. and Qual.	1	-	-	-	-	-
Sch. Type/Size and Exp.	1	-	4	-	-	-
Sch. Type/Size, Exp. and Qual.	3	-	-	-	2	-
Other	-	-	-	-	1	-
Tch. and Sep. Grids	3	11.5	-	0.0	-	0.0
Flat \$ Amount	1	3.8	1	3.4	-	0.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCSS No.	%
All Agreements	3	30.8	9	31.0	4	20.0
Allowance Only	5	-	4	-	1	-
Fold-in Only*	3	-	5	-	2	-
Allow. and Fold-in*	-	-	-	-	1	-
1 Yr or 1st Yr of Multi-Yr Agreements	-	-	1	-	-	-
Provision not in effect	-	0.0	1	3.4	-	0.0
No Provision	18	69.2	19	65.6	16	80.0
Agreements	26	100.0	29	100.0	20	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCSS No.	%
Less than \$500	-	0.0	2	6.9	-	0.0
\$500-549	2	7.7	4	13.8	2	10.0
\$550-599	1	3.8	2	6.9	-	0.0
\$600-649	3	11.5	2	6.9	-	0.0
\$650-699	4	15.4	5	17.2	-	0.0
\$700-749	1	3.8	5	17.2	-	0.0
\$750-799	-	0.0	1	3.4	-	0.0
\$800 or more	4	15.4	8	27.7	1	5.0
No Allowance	11	42.4	-	0.0	17	85.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	22	84.6	-	0.0	16	80.0
Criteria:						
No Diff.	9	-	-	-	3	-
Yrs. of Exp.	9	-	-	-	7	-
Sch. Type/Size	3	-	-	-	3	-
Sch. Type/Size and Exp.	-	-	-	-	1	-
Sch. Type/Size and Qual.	-	-	-	-	1	-
Other	1	-	-	-	1	-
Separate Grid	2	7.7	26	89.7	1	5.0
Criteria:						
Yrs. Exp.	-	-	25	-	-	-
Yrs. Exp. and Qual.	2	-	-	-	1	-
Other	-	-	1	-	-	-
Tch. and Sep. Grids	-	0.0	-	0.0	-	0.0
Flat \$ Amount	-	0.0	1	3.4	-	0.0
Not Specified	2	7.7	2	6.9	3	15.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	1	3.8	1	3.4	1	5.0
50	-	0.0	1	3.4	-	0.0
75	3	11.5	3	10.3	1	5.0
80	5	19.3	4	13.8	4	20.0
85	5	19.3	4	13.8	3	15.0
90	3	11.5	5	17.3	1	5.0
95	-	0.0	-	0.0	2	10.0
100	9	34.6	11	38.0	8	40.0
b) Extended Health						
75	2	7.7	1	3.4	2	10.0
80	3	11.5	3	10.3	3	15.0
85	5	19.2	4	13.9	2	10.0
90	2	7.7	3	10.3	1	5.0
95	-	0.0	-	0.0	1	5.0
100	10	38.5	15	51.8	8	40.0
No Plan	4	15.4	3	10.3	3	15.0
c) Dental						
0*	-	0.0	1	3.4	-	0.0
50	3	11.5	3	10.3	3	15.0
70	1	3.9	-	0.0	1	5.0
75	3	11.5	4	13.8	3	15.0
80	3	11.5	3	10.3	2	10.0
85	3	11.5	3	10.3	2	10.0
90	2	7.7	2	6.9	2	10.0
95	-	0.0	-	0.0	1	5.0
100	9	34.7	10	34.7	5	25.0
No Plan	2	7.7	3	10.3	1	5.0
d) Long-Term Disability						
0*	12	46.3	13	44.9	11	55.0
50	1	3.8	3	10.3	1	5.0
75	1	3.8	-	0.0	1	5.0
80	-	0.0	-	0.0	2	10.0
85	2	7.7	1	3.4	-	0.0
95	-	0.0	-	0.0	1	5.0
100	5	19.2	6	20.8	1	5.0
Flat \$ Amt.	-	0.0	1	3.4	-	0.0
No Plan	5	19.2	5	17.2	3	15.0
e) Group Life Insurance						
0*	-	0.0	1	3.4	-	0.0
50-70	3	11.6	3	10.4	3	15.0
75	1	3.8	2	6.9	2	10.0
80	2	7.7	1	3.4	3	15.0
85	3	11.6	2	6.9	-	0.0
90	1	3.8	1	3.4	-	0.0
95	-	0.0	-	0.0	1	5.0
100	16	61.5	19	65.6	11	55.0
f) Limitation on Employee Benefit Subsidy						
15	57.7	18	62.1	10	50.0	
Agreements	26	100.0	29	100.0	20	100.0

*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	24	92.3	27	93.1	17	85.0
Payment Crit.:*						
Superann. Only	12		13		10	
Bd. Discretion	4		4		1	
Leaving Prof.	4		3		2	
Spec. Age.	8		11		4	
Health	9		10		3	
Other	1		1		1	
Min. Ser. Req'd:						
1 Yr, Unspec.,						
No Min.	4		6		3	
5, 7	5		5		1	
10, 12	14		16		9	
15-20	1		-		4	
Payable to Estate	20		25		13	
Death Benefit	3		1		-	
Phasing Out	3		1		1	
Other Limitation	5		2		5	
No Provision	2	7.7	2	6.9	3	15.0
Agreements	26	100.0	29	100.0	20	100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	26	100.0	29	100.0	20	100.0
Max. Days Acc.:						
200-219	9		8		4	
220-239	5		5		8	
240-299	7		10		5	
300	2		2		1	
No Max.	3		3		1	
Varies	-		1		-	
No Accum.	-		-		1	
No Provision	-	0.0	-	0.0	-	0.0
Agreements	26	100.0	29	100.0	20	100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	19	73.1	22	75.9	16	80.0
Min. Serv. Reg'd:						
2-5	5		4		1	
8+	-		-		2	
Not Specified	14		18		13	
No Provision	7	26.9	7	24.1	4	20.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	21	80.8	24	82.8	20	100.0
Min. Serv. Req'd.:						
3, 5	10		11		7	
6	2		3		1	
7	5		8		10	
10	-		-		1	
Not Spec.	4		2		1	
Basic Salary (%):						
50	2		1		2	
55-70	3		2		2	
75	10		13		12	
80-100	4		7		1	
Other	-		-		2	
Not Spec.	2		1		1	
Subseq. Serv. Req'd.:						
1, 2	2		4		5	
3, 5	15		16		14	
Other	1		3		-	
Not Spec.	3		1		1	
Det. of Max. No. of Leaves Spec.:						
% of Staff	1		-		1	
# of Staff	14		15		6	
Bd. Discretion	2		-		12	
Other	3		9		1	
No Provision	5	19.2	5	17.2	-	0.0
Agreements	26	100.0	29	100.0	20	100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	21	80.8	18	62.1	13	65.0
Max. Leave:						
1 Sch. Yr.	6		2		2	
2 Sch. Yrs.	12		10		5	
Other	3		6		6	
b) Adoption	23	88.5	25	86.2	17	85.0
c) Paternity	14	53.8	16	55.2	15	75.0
Agreements	26	100.0	29	100.0	20	100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	10	38.5	17	58.6	8	40.0
Short-term Fed. Bus.	11	42.3	13	44.8	14	70.0
Negotiations	4	15.4	6	20.7	1	5.0
Agreements	26	100.0	29	100.0	20	100.0

*Defined as 6 or more days.

TABLE 16 Class Size/Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	9	34.6	16	55.2	4	20.0
Status:						
Mandatory	4		7		2	
Guideline	5		9		2	
Spec. No.:						
One	3		-		3	
More than One	2		11		-	
Combination	2		4		-	
No Class Size	17	65.4	13	44.8	16	80.0
b) P.T.R.	13	50.0	23	79.3	5	25.0
Status:						
Mandatory	13		21		2	
Guideline	-		2		3	
Spec. No.:						
One	8		14		1	
More than One	3		8		1	
No P.T.R.	13	50.0	6	20.7	15	75.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	14	53.8	24	82.8	10	50.0
Instruct. Load	5		20		4	
Noon-Time Superv.:						
Req'd	2		-		-	
Exempt.	2		-		-	
Both	7		1		3	
Other Superv.:						
Req'd.	3		4		1	
Exempt.	-		-		-	
Both	4		9		5	
Principals	9	34.6	2	6.9	3	15.0
Vice-Principals	8	30.8	2	6.9	2	10.0
Other Pos. of Resp.	1	3.8	13	44.8	3	15.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	1	3.8	12	41.4	4	20.0
Vice-Princ.	10	38.5	15	51.7	3	15.0
Other Pos. of Resp.	1	3.8	25	86.2	1	5.0
Guide. Teachers	1	3.8	23	79.3	1	5.0
Para-Prof.	11	42.3	4	13.8	6	30.0
Secret'l Ass't.	6	23.1	2	6.9	3	15.0
Agreements	26	100.0	29	100.0	20	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	24	92.3	29	100.0	20	100.0
Factors Considered:*						
Seniority:	24		27		20	
Consec. Bd. Exp.	18		21		19	
Total Bd. Exp.	24		22		10	
Total Exp.	20		14		-	
Other	22		19		8	
Type of Contract	16		20		18	
Qualifications	23		27		20	
Effectiveness	2		4		6	
Board Discret.	24		28		20	
Other	-		-		4	
Accommodation:*						
Priority Transfer	24		18		18	
Lim. Displace.	5		10		-	
Unlim. Displace.	5		5		2	
Priority Reloc.	5		14		-	
Options in Lieu of Layoff:*						
Perm. Supply	6		14		-	
Retraining	1		7		-	
Sabbatical	-		3		-	
Spec. Assign.	-		1		-	
Br. Aff.-						
Spons. Plan	-		3		-	
Leave of Abs.	1		7		-	
Def. Salary**	16		19		11	
Red. Teaching	2		10		5	
Options at Layoff:*						
Priority Summer/ Occ./Night School	1		6		-	
Priority Supply	5		7		5	
Priority Recall	23		22		18	
Separation Allow.	8		16		1	
Early Retire.**	2		10		2	
Other options	-		4		2	
No Provision	2	7.7	-	0.0	-	0.0
Agreements	26	100.0	29	100.0	20	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy						
Teachers:	14	53.8	14	48.3	11	55.0
Adv. Int. Posting	12		5		2	
Seniority Consid.	7		8		3	
Pos. of Resp.:	13	50.0	16	55.2	12	60.0
Adv. Int. Posting	11		4		4	
Seniority Consid.	5		8		3	
Transfer						
Teacher-Req.	15	57.7	14	48.3	12	60.0
Board-Initiated	22	84.6	25	86.2	17	85.0
Reloc. Allow.	6		8		5	
New Positions	9	34.6	14	48.3	11	55.0
Teacher/Bd. Discussion	8		14		8	
Agreements	26	100.0	29	100.0	20	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)		Sec. (1) (2)		RCSS (1) (2)	
Total Possible	76	76	76	76	48	48
Included in Summary	48	26	39	29	42	20
Term:						
1-Yr	26	9	20	12	23	5
1st Yr of 2-Yr	6	1	2	1	5	2
2nd Yr of 2-Yr	15	15	16	15	13	12
1st Yr of 3-Yr	-	-	-	-	-	-
2nd Yr of 3-Yr	-	-	1	1	1	1
3rd Yr of 3-Yr	1	1	-	-	-	-

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary						Secondary						R.C.S.S.					
001*#	013		039*#			078*#	090		116*#			155*#		179	191*#		
002*	014*		040*	053*#	066*		091					156		180*	192*		
003		027	041*	054#	067*#			105	118*	131		157#		181*	193*		
		028	042	055*				106	119#	132		158	170*	182	194		
005*		029	043*	056	069*#			107*	120*	133	146*#	159#	171*	183	195		
006		030*#	044*		070	083	095				147	160*#	172		196		
007*	018	031*#		045	058	084*	096*		122		148*#	161*#	173	185*	197*		
008	019*#		046		071	085		110	123#			162*#	174#	186*	198		
	020*		047#	060*	073				124#		150#	163*	175	187			
	021						099	112			151	164*#	176	188*#	200*		
011	022	035				088		113	126			165*#	177	189	201		
		036	049					114#	127	140	153	166*#	178*		202*#		
		037*#	050	063	076*			115*		141#							
				064*													

*Teacher salary grid data only. #Additions.